

# Position Grades and Classifications

Grade	Administrative - Position Classification
6-8	Not used at this time
9	Swim Center Assistant; Transportation Aide
10	Engineering Technician I; Golf Course Technician; Meter Services Technician; Second Assistant Golf Pro; Secretary I
11	Cashier; City Hall Facilities Manager; Copy Center and Mail Specialist; Family Services Aide; Fleet Service Mechanic; Parking Enforcement Officer
12	Accounts Payable Assistant I; Aquatics Facilities Operator; Fleet Clerk; Golf Course Equipment Mechanic/Operator; Maintenance Communications Operator; Payroll Assistant I; Public Information Assistant/PBX Operator; Photo Enforcement Analyst; Records Management Clerk; Revenue Assistant I; Secretary II; Video Technician
13	Accounts Payable Assistant II; Assistant Facilities Engineer; Box Office Manager; Computer Operator; Inventory Services Clerk; Lead Photo Enforcement Analyst; Parks Equipment Mechanic; Secretary/Bookkeeper; Secretary III; Sports Field Specialist
14	Administrative Assistant I; Assistant to the City Clerk; Crew Supervisor; Civic Center Facilities Supervisor; Crime Analyst; Meter Services Supervisor; Payroll Assistant II; Permit Technician; Human Resources Assistant; Police Equipment and Budget Coordinator; Revenue Assistant II; Special Operations Technician; Senior Services Fleet Supervisor; Water Plant Operator Trainee
15	Administrative Assistant II; Fleet Mechanic; Forestry Crew Supervisor; Housing Codes Inspector; Inventory Services Supervisor; Neighborhood Services Officer; Operations Maintenance Crew Supervisor I; Planning Technician; Police Communications Operator; Printing Specialist I; Sports Facilities and Athletic Fields Maintenance Supervisor
16	Administrative Support Coordinator; Arts Programs Specialist; Assistant Community Center Supervisor; Engineering Technician IV; Events Specialist; Facilities Engineer; Graphics Specialist; Management Assistant; Planner I; Printing Specialist II; Traffic and Signal Technician I; Transportation Planner I; Victim Advocate; Water Plant Operator; Web Assistant; Zoning Inspector I
17	Assistant Golf Course Superintendent; Associate Producer/Director; Buyer I; Cable TV Production Specialist II; Commercial Property Codes Inspector; Community Services Specialist; Construction Codes Inspector I; Engineering Technician V; Environmental Technician; First Assistant Golf Pro; Fire Codes Inspector I;

Grade	Administrative - Position Classification
17	Operations Maintenance Crew Supervisor II; Parks Maintenance Specialist; Public Information Specialist; Senior Citizens Fitness Specialist; Sports Programs Specialist; theatre Production specialist; Traffic and Signal Technician II; Zoning Inspector II; Construction Inspector I
18	Aquatics Facility Manager; Buyer II; Community Services Program Coordinator; Community Services Referral Coordinator; Construction Codes Inspector II; Deputy City Clerk; Fleet Maintenance Supervisor; Fire Codes Inspector II; Network and PC Support Specialist I; Parks and Facilities Development Specialist; Permit Software Support Specialist; Program Support Coordinator; Sanitation Supervisor; Senior Center Wellness Coordinator; Special Operations Supervisor; Telecommunications Systems Administrator; Youth, Family, and Community Specialist I; Construction Inspection II
19	Accountant; Aquatics Supervisor; Assistant Sports Programs Supervisor; Community Center Supervisor; Community Services Program Analyst; Construction Codes Specialist; Fire Codes Plans Examiner; Network and PC Support Specialist II; Parks and Facilities Administrative Supervisor; Planner II; PW Data and GIS Specialist; Rehabilitation Specialist; Television Writer/Producer; Theater/Civic Center Supervisor; Transportation Planner II; Zoning Inspector II; Youth and Family Counselor; Sr Construction Inspector
20	Assistant to the City Attorney; Civil Engineer I; Community Program/Outreach Specialist I; Council Support Specialist; Employee Wellness Coordinator; Landlord/Tenant Specialist; Nature Center Supervisor; Plans Examiner; Teen Program Coordinator
21	Assistant City Forester; Community Planning and Development Services (CPDS) Administrator; Community Program/ Outreach Specialist II; Graphics/Printing Supervisor; Human Rights/Community Mediation Administrator; Neighborhood Resource Coordinator; Parks Maintenance Supervisor; Planner III; Public Works Administrator; Senior Citizens Recreation Coordinator; Support Services Coordinator
22	Arts Programs Supervisor; Civil Engineer II; Computer Analyst/Programmer; Coordinator of Senior Social Services; Environmental Specialist; Fire Protection Engineer; Network and PC Support Manager; Operations Maintenance Assistant Superintendent; Management and Budget Analyst; Recreation Programs Supervisor; Senior Accountant, Senior Citizens Center Supervisor; Sports Programs Supervisor

# Position Grades and Classifications

Grade	Administrative - Position Classification
23	Assistant to the City Manager; City Forester; Civic Center Superintendent; Community Planning and Development Services (CPDS) Specialist; Contracts Specialist; Fire Marshall; Fleet Manager; Golf Course Superintendent; Horticulturist; Parks and Facilities Development Manager; Parks Services Manager; Human Resources Administrator; Recreation Program Manager; Safety and Risk Manager; Security and Application Administrator; Special Events Manager; Supervisor of Housing and Community Enhancement; Supervisor of Inspection Services; Systems Analyst/Project Leader; Training Coordinator
24	Civil Engineer III; Community Services Manager; Facilities Property Manager; Geographic Information Systems Manager; Principal Planner; Revenue Supervisor; Swim Center Superintendent, Transportation Engineer; Web Administrator
25	Community Projects Administrator; Contracts Officer; Senior Network Engineer; Senior Systems Analyst/Project Leader
26	Budget and Finance Officer; Chief of Contract Management; Chief of Inspection Services; Chief of Management and Support-CPDS; Communication Manager; Organizational Development Administrator; Support Services Manager; Television and Telecommunications Manager; Water Plant Superintendent
27	Chief Engineer/Environment; Chief of Environmental Management; Chief of Traffic and Transportation; Financial Accounting Manager; Financial Systems Manager; Operations Maintenance Superintendent; Chief of Long Range Planning and Redevelopment; Recreation and Parks Administration Manager; Superintendent of Parks and Facilities; Superintendent of Recreation
28	Chief of Planning
29	Not used at this time

Grade	Senior Staff - Position Classification
SA I	Not used at this time.
SA II	Chief of Police; Deputy City Manager; Director of Community Planning and Development Services; Director of Finance; Director of Human Resources; Director of Information and Technology; Director of Public Works; Director of Recreation and Parks
SA III	Not used at this time

Grade	Recreation and Parks - Position Classification
1	Not used at this time
2	Activity Instructor I; Clerk II
3	Not used at this time
4	Clerk III; Facilities Supervisor II; Third Assistant Golf Pro
5	Bus Driver; Childcare After-School Director; Childcare Preschool Staff; Custodian III; Enrichment Club Leader; Groundskeeper; Kids Club Director; Kids Room Director; Program Assistant II
6	Lifeguard II; Personal Trainer; Program Assistant III
7	Childcare Asst Site Director; Head Swim Coach; Senior Outreach Worker II
8	Childcare Preschool Director; Childcare Program Assistant; Enrichment Club Director; Senior Swim Instructor
9	Not used at this time
10	Not used at this time

# Admin., Recreation and Parks, Senior Admin. Pay Scales

Administrative Scale		
Pay Grade	Minimum Annual	Maximum Annual
6	25,960	40,600
7	27,258	42,630
8	28,620	44,761
9	30,051	46,999
10	31,554	49,349
11	33,132	51,816
12	34,788	54,408
13	36,528	57,128
14	38,354	59,984
15	40,272	62,983
16	42,285	66,132
17	44,400	69,439
18	46,620	72,911
19	48,951	76,557
20	51,398	80,384
21	53,968	84,403
22	56,666	88,624
23	59,500	93,055
24	62,475	97,708
25	65,599	102,593
26	68,878	107,723
27	72,322	113,109
28	75,938	118,764
29	79,735	124,703

Recreation and Parks Scale (hourly rates)		
Pay Grade	Minimum	Maximum
1	7.14	11.18
2	8.35	13.06
3	9.22	14.42
4	9.71	15.18
5	11.23	17.56
6	13.07	20.44
7	15.14	23.67
8	18.42	28.80
9	20.36	31.85
10	23.61	36.93

Senior Administrative Scale		
Pay Grade	Minimum Annual	Maximum Annual
SA I	95,088	143,685
SA II	99,843	150,869
SA III	104,835	158,413

# AFSCME Union and Police Pay Scales

## AFSCME Union Scale Employees

Grade	Position Classification	Grade Progression
1	Laborer	Step 1-11
2	Maintenance Worker	Step 1-11
2	Sanitation Worker	Step 2-11
2	Tree Climber	Step 1-11
3	Equipment Operator	Step 1-11
3	Sanitation Operator	Step 2-11
3	Traffic Maintenance Worker	Step 1-11
4	Facilities Maintenance Trades Worker	Step 1-11
4	Tree Climber	Step 2-11
5	Certified Tree Climber	Step 2-11

Grade	Step 1	Step 2	Step 3	Step 4
1	29,139	30,086	31,064	32,074
2	31,616	32,644	33,705	34,800
3	34,303	35,418	36,569	37,758
4	37,219	38,429	39,678	40,967
5	40,383	41,695	43,050	44,450

Grade	Step 5	Step 6	Step 7	Step 8
1	33,116	34,192	35,304	36,451
2	35,931	37,099	38,304	39,549
3	38,985	40,252	41,560	42,911
4	42,299	43,674	45,093	46,558
5	45,894	47,386	48,926	50,516

Grade	Step 9	Step 10	Step 11
1	37,636	38,859	40,122
2	40,835	42,162	43,532
3	44,306	45,746	47,232
4	48,072	49,634	51,247
5	52,158	53,853	55,603

## Police Scale Employees

Grade	Position Classification	Grade Progression
PO 1	Police Officer	Step 3-16
PO 2	Police Officer	Step 3-16
PO 3	Police Officer	Step 3-17
PO 4	Police Corporal	Step 3-17
PO 5	Not used at this time	Step 3-16
PO 6	Police Sergeant	Step 3-17
PO 9	Police Manager Lieutenant	Step 1-15
PO 10	Police Manager Captain	Step 1-15

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
PO 1	-	-	43,695	45,224	46,807	48,445	50,141	51,896
PO 2	-	-	45,879	47,485	49,147	50,867	52,648	54,490
PO 3	-	-	48,173	49,860	51,605	53,411	55,280	57,215
PO 4	-	-	50,582	52,352	54,185	56,081	58,044	60,076
PO 5	-	-	53,111	54,970	56,894	58,885	60,946	63,079
PO 6	-	-	55,767	57,719	59,739	61,830	63,994	66,233
PO 9	63,771	66,003	68,313	70,704	73,178	75,740	78,391	81,134
PO 10	68,492	70,889	73,371	75,938	78,596	81,347	84,194	87,141

Grade	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
PO 1	53,712	55,592	57,538	59,551	61,636	63,793	66,026	68,337	-
PO 2	56,398	58,371	60,415	62,529	64,718	66,983	69,327	71,754	-
PO 3	59,217	61,290	63,435	65,655	67,953	70,332	72,793	75,341	77,978
PO 4	62,178	64,355	66,607	68,938	71,351	73,848	76,433	79,108	81,877
PO 5	65,287	67,572	69,937	72,385	74,919	77,541	80,255	83,064	-
PO 6	68,552	70,951	73,434	76,004	78,665	81,418	84,267	87,217	90,270
PO 9	83,974	86,913	89,955	93,103	96,362	99,735	103,226	-	-
PO 10	90,191	93,348	96,615	99,996	103,496	107,119	110,869	-	-